

1 State of California. This declaration is based on my own personal knowledge, and if called upon
2 to do so, I could and would testify to the matters set forth herein.

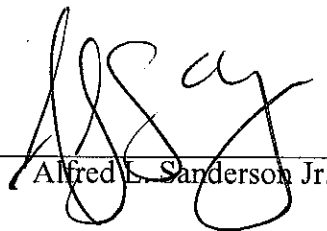
3 2. Defendant has produced over 1,500 pages of documents in this matter in response
4 to plaintiff's discovery requests. Included among the documents are exemplars of manual and
5 computer based timesheets used by Spherion employees (Bates numbers D00025, D00086-
6 00151, D01152-01153). Defendant also has produced the staffing agreement between Spherion
7 and Cisco (Bates numbers D01503-01530.)

8 3. On May 30, 2008, plaintiff took the deposition of Spherion's Federal Rule of
9 Civil Procedure 30(b)(6) deponent Joan Orzo. True and correct copies of excerpts from Ms.
10 Orzo's deposition are attached hereto as Exhibit A.

11 4. On August 14, 2008, defendant took the deposition of plaintiff Valerie Watson-
12 Smith. True and correct copies of excerpts from Ms. Watson-Smith deposition are attached
13 hereto as Exhibit B.

14 5. Spherion generated TAM or weekly recruiter reports by downloading information
15 from Cisco's Management Metrics Center ("MMC"). The MMC contains information not only
16 on Spherion's Cisco Recruiters, but also on Cisco's own recruiters. Because the data belongs to
17 Cisco, Spherion does not have the authority to share the proprietary information.

18 I declare under penalty of perjury under the laws of the State of California that the
19 foregoing is true and correct. Executed this 3rd day of September, 2008, in Sacramento,
20 California.

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